**2020 Summary of Benefits — General Employees**

Employees who **Decline health insurance** must provide proof of active group coverage.

<table>
<thead>
<tr>
<th>INSURANCE</th>
<th>HEALTH “Blended” Plan</th>
<th>HEALTH High Deductible Plan w/HSA</th>
<th>DENTAL Bi-WEEKLY RATE</th>
<th>VISION Bi-WEEKLY RATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bi-WEEKLY (Per PAY) RATES</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Only</td>
<td>$ 37.96</td>
<td>$ 16.99</td>
<td>$ 17.78</td>
<td>$ 2.62</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$ 104.44</td>
<td>$ 66.23</td>
<td>$ 33.59</td>
<td>$ 5.24</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$ 84.08</td>
<td>$ 47.44</td>
<td>$ 37.53</td>
<td>$ 4.98</td>
</tr>
<tr>
<td>Employee + Spouse + Child(ren)</td>
<td>$ 283.31</td>
<td>$173.08</td>
<td>$53.34</td>
<td>$7.82</td>
</tr>
</tbody>
</table>

**HSA Limits**—Individual Coverage $3,500 Dependent Coverage $7,000—55 and older can contribute an additional $1,000

**Accrued Leave:**
- Sick Leave: 12 days per year
- Paid Holidays: 12 per year
- Annual Leave: 12 days per year (Years 1-4) 15 days (Years 5-10) 20 days (Years 10+)

Upon termination employee will receive a maximum pay-out up to 320 hours sick and 320 hours of annual accrued leave.

**City provides at no cost to employee:**
- Long Term Disability Insurance (begins on 91st day of continuous absence)
- Life Insurance (for amount equal to annual base salary)
- Accidental Death & Dismemberment (for amount equal to annual base salary)
- Contribution to 401(a) of an additional 10% each payroll for general employees (17.5% for Firefighters)
- 401(a) Vesting - 5 years for ALL Employees.
- EAP program—6 counseling sessions per person/per issue/per year, unlimited referrals.
- Mediquick Employee Clinic at Pinnacles Drive—Mon 3pm –6pm / Wed 8am—10am / Fri 1pm—4pm

**Employee may apply for the following at his/her cost:**
- Short Term Disability Insurance (begins on 8th day of absence to the 90th day).
- Voluntary additional Life Insurance (Guaranteed Issue to a max of $100,000 if elected as new hire).
- Voluntary additional Spouse Life Insurance (Guaranteed Issue to a max of $30,000 if elected as new hire).
- Voluntary additional Child Life ($10,000 policy @ $1.66 per month any number of children, same cost).
- 457(b) (Traditional and Roth) —Automatic Enrollment at 2% of gross salary to receive City’s 2% match.

Employees can contribute up to $19,000 per year, employees 50 and older can contribute an additional $6,000.

Colonial Life provides Policies for Accident, Hospital, Cancer and Specified Health.

529 College Fund.

**Wellness Program:**

Employees who opt-out of City insurance will receive $1500 (or a prorated amount per year) - Proof of Coverage is required

**Tuition Reimbursement:** Up to $198 per undergraduate hour and Up to $436 per graduate hour (max of 6 per semester).